VISAYAS STATE UNIVERSITY

RECEIVED
OO9-44
29 JUL 2022

RECEIVED 3.3
OFFICE OF THE VICE PRESIDENT FOR PLANNING, RESOURCE GENERATION AND ANCILLARY SERVICES
DATE: JUL 07 2022
BY:
43730

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, RUTH O. ESCASINAS, Head of the Department of Agronomy, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January -June 2022.

RUTH O. ESCASINAS
Department Head
Date: July 4, 2022

VICTOR B. ASIO
College Dean
Date: 7/5/22

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

Personnel	Num	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
Department Head	1	15.44	15.4		1	1
Faculty w/ Univ. Designated Position	-	0	0.0	0.0	0	0
Regular Faculty (VSL)*	7	14	100.3	2.0	9	2
Regular Faculty (TLS)*	0	0	0.0	0.0	0	0
Part time Faculty	3	24	70.7	0.0	0	0
Admin Staff Members	3	0				
TOTAL:			186	2.0	10	3

Total FTE (1x2) — RDE Commitments***

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

Note:
* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should determined based on FTE of 18 units

** On Teacher's Leave status. Minimum FTE required is 18 units

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research *(UMFO 3)* and extension *(UMFO 4)*

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1			**ADVANCED EDUCATION SERVICES (20%)**										

OVPI MFO 1. Graduate Degree Program Management Services											
1		**PI 1.** Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty								4%
	a.	pursuing advanced research degree program (Ph.D) *	Dept. Head & Faculty	7%	4%	half only	5	5	5	5.00	3 faculty were on study leave pursuing PhD degree at UPLB and
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	40%	20%	half only	5	5	5	5.00	3 newly approved project proposals under VSU Internationalization program. Six ongoing research projects under
	c.	producing technologies for commercialization or livelihood improvement	Dept. Head & Faculty							0.00	
	d.	whose research resulted in an extension program	Dept. Head & Faculty	12%	13%	half only	5	5	5	5.00	The previous extension project was improved into four
OVPI MFO 2. Graduate Student Management Services										0.00	
		PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	100%	100%	half only	5	5	5	5.00		2%
		PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	DA has 2 graduate degree programs	2%
		PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	2	100	full	5	5	5	5.00	DA has 2 graduate degree programs	2%
		PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	15	27	full	5	5	5	5.00	For two graduate programs	2%
		PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	0%	4%		5	5	5	5.00		2%
		PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	70%	50%		5	5	5	5.00	still to be continnued this 1st sem	2%
		PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	0						0.00		2%
		PI 8: Number of graduate students advised *	Dept. Head & Faculty	8	30		5	5	5	5.00	still to be continnued this 1st sem	2%

MFO	Performance Indicator	Office	Target	Actual	Basis	Q	E	T	Avg	Remarks	%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty	5	5	half only	5	5	5	5.00	we continue to develop five Learning Modules for other	
	On-line ready courseware	Dept. Head & Faculty	10	5	half only	5	5	5	5.00		
	Flexible instructional materials	Dept. Head & Faculty	5	5	half only	5	5	5	5.00		
	Assessment tools	Dept. Head & Faculty	10	30	half only	5	5	5	5.00	Edited and improved assessments and learning tasks for this 2nd semester 2021-2022	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	4	half only	5	5	5	5.00	Edited and improved learning modules for this 2nd semester	
MFO 2	HIGHER EDUCATION SERVICES (50%)								0.00		
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	62%	0%	half only				0.00	No LEA this sem, LEA will be scheduled in November 2022	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	82%	85%	half only	5	5	5	5.00	85 % of the graduates were employed and got DOST scholarship for their graduate	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	All students are enrolled in CHED acrredited prorgams	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	All students are enrolled in CHED acrredited prorgams	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	180	162	half only	5	5	5	5.00		20%
	PI 8: Number of students advised: *	Dept. Head & Faculty	20%	100%						Undergraduate student majoring Agronomy	
	On thesis/ field practice/special problem	Dept. Head & Faculty	30	37	half only	5	5	5	5.00	Thesis students only	1%
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	20	15	half only	5	5	5	5.00	Due to pandemic	1%
	On consultation	Dept. Head & Faculty	20	25	half only	5	5	5	5.00	Number of students consulted	0.5%

MFO	Performance Indicator	Responsible	Target	Accomp.		Q1	Q2	Q3	Score	Remarks	%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty							0.00	No organized/recognized students` organiza	
	Student organizations advised	Dept. Head & Faculty	1	0					0.00	Due to Pandemic	1.25%
	Student organizations assisted on student related activities	Dept. Head & Faculty	1	0					0.00	Due to Pandemic	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	5	2	half only		5	5	5	5.00	Continue to develop instructional materials for undergd and	10%
	On-line ready courseware	Dept. Head & Faculty	12	9	half only	5	5	5	5.00	Continue to develop online instructional materials for undergd	
	Flexible instructional materials	Dept. Head & Faculty	10	9	half only	5	5	5	5.00	Continue to develop flexible instructional materials for undergd	
	Assessment tools	Dept. Head & Faculty	60	40	half only	5	5	5	5.00	Continue to develop and edit assessment tools for undergd and	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	9	half only	5	5	5	5.00	Continue to develop virtual classroom for undergd and	
	PI 11: Additional Outputs	Dept. Head & Faculty	none						0.00		
MFO 3	**RESEARCH SERVICES (10%)**								0.00		
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	0	1	half only	4	4	4	4.00		2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	0	full	4.0	4.0	4.0	4.00	All researches are ongoing	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *										20%
	In refereed int'l journals	Dept. Head & Faculty	30%	30%		5	5	5	5.00	More publications in referred journals are coming from the	1.50%
	In refereed nat'l/regional journals	Dept. Head & Faculty	30%	30%		5	5	5	5.00	More publications in referred journals are coming from the	0.50%

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty	0						0.00	Due to Pandemic	
	In int'l fora/conferences		0						0.00	Due to Pandemic	1.50%
	In nat'l/regional fora/conferences		0						0.00	Due to Pandemic	0.50%
	PI 5. Percent of research proposals developed *	Dept. Head & Faculty	2	0	half only	4	4	4	4.00	Developed and approved by the funding agency (VSU	0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty	0						0.00		
	No. of research-related awards (research conducted by faculty or student w/ faculty)			0					0.00	Due to Pandemic	1.50%
MFO 4	EXTENSION SERVICES (10%)								0.00		
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	1	2	half	5	5	5	5.00	Project Collaborators from LGU Baybay	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	0	0					0.00	Due to Pandemic	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	1		4	4	4	4.00	Due to Pandemic	2%
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty							0.00	Due to Pandemic	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty	7	4	half only	5	5	5	5.00	Due to Pandemic	1%
	Research Mentoring	Dept. Head & Faculty	5	3	half only	4	4	4	4.00		
	Peer reviewers/Panelists	Dept. Head & Faculty	5	3	half only	5	5	5	5.00	A lot of articles for publicaction were reviewed by the DA faculty	
	Resource Persons	Dept. Head & Faculty	2	1	half only	4	4	4	4.00		

MFO		Responsible								Remarks	
	Convenor/Organizer	Dept. Head & Faculty	0		half only	3	3	3	3.00	Due to Pandemic	
	Consultancy in production services	Dept. Head & Faculty	12	6	half only	3	3	3	3.00	Due to Pandemic	
	Evaluator	Dept. Head & Faculty	3	4	half only	5	5	5	5.00	A lot of articles for publicaction were reviewed and evaluated by	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	0	1	half only	5	5	5	5.00	Newly approved extension proposal	0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty	none						0.00		
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *	Dept. Head & Faculty	0						0.00		1.5%
MFO 5	**Support to Operations**								0.00		
	OVPI MFO 1. Faculty Development Services								0.00		
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	3	full	5	5	5	5.00	2 DA fculty on study leave, 1 reinsta	0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services								0.00		
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	2	3	half only	5	5	5	5.00	3 parttimers instructors were hired	0.125%
	OVPI MFO 3. Faculty Evaluation Services								0.00		
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	2	0		3	3	3	3.00	VSU organized training seminar/workshops	0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	0								
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	85%	100%		5	5	5	5.00	No result yet from OVPAA. We used the 2020-2021 2nd sem TPES	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	0						0.00	No in-house review yet	
	PI 7 : Additional outputs *	Dept. Head & Faculty	None						0.00		

	Indicator	Responsible							Rating	Remarks	%
	Number of faculty/staff awards/honors received related to operations support		0						0.00		0.25%
	OVPI MFO 4. Program and Institutional Accreditation Services								0.00		
	PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	Dept. Head & Faculty	no NC	no NC		3	3	3	3.00	All accreditations conducted were compliance	2.00%
MFO 6	**General Admin. & Support Services (GASS)**								0.00		
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	1	4	half only	5	5	5	5.00	complied and submitted	1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	0	0.00	half only	5	5	5	5.00	No complaint/No negative commen	2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	2	half only	5	5	5	5.00	conducted a coaching sessions between faculty and the head	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	2	7	half only	5	5	5	5.00	Conducted during Departments' monthly meeting	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	2	7	half only	5	5	5	5.00	DA monthly meeting	
	PI 3: Additional Outputs	Dept. Head & all faculty & staff							0.00		
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		1	1.00	half only	5.0	5.0	5.0	5.00	provided quality rice and other agronomic planting materials and food products.	2%
									0.00		
Total Over-all Rating									261.00		
Average Rating				10.11%					4.75		
Adjectival Rating									OUTSTANDING		

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: 7/7/2022

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: JUL 2 2 2022

Approved:

EDGARDO E. TULIN

University President

Date: 7/25/22

*   To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

**   No percentage weight for ranking purposes since these are activities only expected to be performed at the department level